

## Consultant Job Description

**Grade:** Consultant

**Department:** Critical Care

**Reports to:** Dr Sara Blakeley (Clinical Director)



### Job Summary:

The job will be for 10 PAs per week to include clinical commitment to critical care (6-8 PAs), and the option for a second discipline (2PAs). It will also include 2 SPA. A sample job plan is available on request. The post will attract a 3% on-call supplement. Single ICM CCT applications are encouraged and would be based on up to 8 PAs critical care (and 2 SPAs). Less than full time consultant careers are also supported in a department that recognises the importance of variable job planning to ensure the right work-life balance and an enjoyable and sustainable career.

Candidates will be expected to demonstrate appropriate training and experience in critical care medicine, and a continuing commitment to the long-term development of this discipline, as well as the appropriate qualifications and experience for any base discipline.

There will be no on-call commitment to any discipline other than Critical Care.

### Key Responsibilities:

In conjunction with the other critical care consultants, the appointee will be responsible for directing the care of Level 2 and 3 patients referred to and treated by the department of Critical Care. Although clinical responsibility is generally shared with the admitting clinician(s) we work to the model of a "closed unit". Day to day decisions about the admission and discharge of critically ill patients is the responsibility of the duty critical care consultant in conjunction with the admitting service.

In addition to providing clinical care for our patients the appointee will, in association with the other critical care consultants, be responsible for the training and supervision of trainees who are appointed from other departments including medicine, surgery, anaesthesia or the emergency department. A high level of consultant input to the supervision of trainees is expected.

The appointee would be expected to be familiar with the following services which are provided by the Department to include but not limited to:

- Invasive cardiovascular monitoring, including cardiac output and systemic vascular resistance monitoring.
- Respiratory support including the use of IPPV, continuous positive airway pressure and non-invasive ventilation.
- The use of fiberoptic bronchoscopy for diagnosis and treatment.
- Renal replacement therapy and therapeutic plasma exchange.
- Pain relief techniques including thoracic and lumbar extradural analgesia.
- Intra-aortic balloon pump counterpulsation.
- Transport of the critically ill if unable to be supported by the Regional Adult Critical Care Transfer Service.

- Temperature management therapy post cardiac arrest.
- Achieved or working towards FICE accreditation in trans-thoracic echocardiography. We have 3 FICE mentors within the department.
- Paediatric stabilisation.

## Person Specification

### Qualifications

#### *Essential*

- Full GMC registration with a licence to practice
- CCT in Intensive Care Medicine (or within 6 months at the date of interview) or eligible for GMC Specialist Register, (and CCT if any planned partner speciality)
- FFICM or equivalent ICM examination
- CCT or equivalent (with associated professional examination requirements) are needed for additional practice in a second speciality

#### *Desirable*

- Specific training in paediatric critical care
- Management course or experience
- Additional training in related areas (e.g. medical education, ethics, toxicology etc)

### Clinical Experience

#### *Essential*

- Entry on the GMC specialist register via CCT (proposed date must be within 6 months), CESR or European Community Rights
- Demonstrable, significant and on-going experience in adult critical care medicine
- Demonstrable, significant and on-going experience in any base discipline (only applies if completed dual or joint ICM training)
- Experience in providing paediatric stabilisation and critical care.

#### *Desirable*

- Experience in general medicine
- Training and experience in teaching of the medical, nursing and allied health professional team
- ATLS or APLS provider or equivalence

### Clinical Skills

#### *Essential*

- Professional skills of high standard in adult critical care medicine and the base discipline if applicable
- Professional skills in paediatric stabilisation and critical care
- Demonstrable training, experience and ability in teaching, both formally and informally
- Understanding of clinical risk management
- Understanding and commitment to quality improvement and patient safety
- Evidence of participation in clinical audit and evidence of continuing audit activity

- Commitment to research

*Desirable*

- Qualification in ECHO and/or point of care ultrasound

**Knowledge**

*Essential*

- Able to demonstrate appropriate level of clinical knowledge
- Knowledge and use of evidence based practice

*Desirable*

- IT skills
- Effective, confident presentation ability
- Experience in and outside speciality

**Other**

*Essential*

- Leadership and basic management skills
- Interpersonal skills
- Willingness to support research within the Department
- Good oral and written communication skills
- Logical thinking, problem solving and decision making
- Decisiveness/accountability
- Flexibility
- Thoroughness
- Initiative/ drive/ enthusiasm
- Evidence of understanding of constraints on resources

*Desirable*

- Publications
- Prizes and honours

**Working Together For Patients with Compassion as One Team Always Improving**

**Strategic approach** (clarity on objectives, clear on expectations)

- Plans and takes initiative in the best interest of the patient
- Makes decisions based on organisation strategic direction
- Makes success criteria clear to others and focuses them on what matters most
- Avoids major problems through anticipation and contingency planning

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

- Consistently seeks to understand and meet the needs and interests of patients
- Asks open questions and listens to other ideas to develop joint solutions
- Involves key stakeholder and staff in planning organisational change

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

- Articulates a compelling vision of how things could be and might be
- Consistently delivers on promises
- Consistently acts in accordance with, and champions PHTs values
- Displays sensitivity to the needs and feelings of others
- Has a zero tolerance to, and challenges bad behaviour
- Actively manages poor performance

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

- Motivates others through infectious enthusiasm and 'can do' attitude
- Maintains optimism and sense of humour in stressful situations
- Emphasises the positive side of difficulties, portraying them as opportunities
- Finds ways around seemingly insurmountable obstacles, not easily defeated
- Infuse pride and joy in work
- Lead by example by taking responsibility, being compassionate and aspiring for excellence

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

- Takes proactive steps to develop team members using a variety of approaches
- Involves team members in planning and delivering change
- Stimulates and communicates cross disciplinary communication
- Recognises and rewards effort, not just achievement
- Matches the needs of activity to available resources
- Seeks out and listens to team members and stakeholders, welcoming warnings or problems

---

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**

### **Additional Information:**

Portsmouth Hospitals University NHS Trust is a provider of Acute Health Services under contract to a range of Purchasers around the Hampshire basin and Western South Downs. The catchment is in excess of 650,000 people. The area served by the Trust is on the Solent and English Channel and includes the City of Portsmouth and the Boroughs of Gosport, Fareham and Havant extending from Warsash in the west to Emsworth on the Sussex border and its northern boundaries encompass Petersfield and Liss. Apart from the rural north, it is an essentially urban area having grown up around the Royal Naval establishments in Portsmouth and Gosport. It now provides a wide range of modern high-tech industry and the facilities associated with a commercial port and cross Channel ferry terminal.

Portsmouth is a thriving naval city, steeped in history, on the South Coast. It is ninety minutes from central London and has good transport links, including regular ferries to France and Spain. The major airports are easily accessible. It has some of the best water sports facilities in Europe and sandy beaches are within easy reach. Developments within the city itself and on the Gosport side of the harbour suggest a vibrant future for the area. Inland from the hospital is the beautiful and relatively unspoilt countryside of rural Hampshire. Close by is the New Forest and the recently designated National Park of the South Downs. The area combines the advantages of city life with pleasant villages and seaside towns. There are a number of first rate schools both in the state and private sector and it is an excellent place to raise a family.

### **Portsmouth Hospitals University NHS Trust**

Portsmouth Hospitals University NHS Trust has a vision to be recognised as a world-class hospital, leading the field through innovative healthcare solutions, focusing on the best outcomes for our patients, delivered in a safe, caring and inspiring environment.

At present Portsmouth Hospitals University NHS Trust provides the following services, Emergency Medicine, Trauma and Orthopaedic Surgery, Oncology, Radiology, Orthodontic and Oral Surgery, General and Specialist Medicine, General Surgery, Breast Screening and Surgery, Plastic Surgery, Renal Services (including renal transplantation), Acute Medical Admissions, Ophthalmology, Maxillofacial, ENT, Critical Care, Coronary Care, Elderly Medicine, Rheumatology, Elderly Medicine, Rehabilitation, Dermatology and Neurology.

A significant investment in infrastructure has been made over the past few years, and a purpose built, state of the art Emergency and Urgent Care block is now open.

Portsmouth Hospitals University NHS Trust has recently entered an acute services partnership with the Isle of Wight NHS Trust, with the two sites working collaboratively to improve acute services for both populations.

### **The Department**

Our Critical Care admits around 1500 patients/year through the funded 19 Level 3 equivalent beds (using a maximum of 24 physical bed spaces).

The department admits adult patients requiring critical care from a wide variety of clinical specialties. This includes specific surgical specialties such as upper GI surgery and complex head and neck surgery. The Wessex Regional Renal and Transplant Unit is based at PHU and has close links with critical care. Although admissions are predominately adult, the unit has the facilities to admit paediatric patients for limited critical care support. The unit provides paediatric stabilisation and if needed transfer to the PICU at University Hospital Southampton.

Our department was the first to be awarded an “outstanding” rating in all domains following a CQC visit in 2018. This was retained at the most recent inspection. We continue to be ambitious and are always looking for opportunities to improve our standards, safety, and training, to provide the very best care and experience for our patients, relatives, and staff.

We are a department that embraces innovation and have a national reputation for use of digital technology in healthcare. We have been a ‘paperless’ unit for over 10 years and have just launched our 3<sup>rd</sup> generation Clinical Information System and are supported by an in-house IT team.

The department is well resourced with a wide range of ventilatory options and current model CRRT machines. A large fleet of ultrasound and ECHO machines support clinical practices as well as education and training, both at the bedside and through formal courses.

We are supported by a dedicated critical care pharmacy team who also attend ward rounds. We have a core team of physiotherapists who receive support from a critical care occupational therapist. A dietician is also embedded in the unit. Our staff, patients and relatives are supported by our own clinical psychologist.

We have a well-established team of Advanced Critical Care practitioners comprised of ACCPs ranging from those that have been qualified for some years through to those in training on a structured and supported training pathway.

Our departmental website ([portsmouthicu.com](http://portsmouthicu.com)) and twitter feed (@[icu\\_portsmouth](https://twitter.com/icu_portsmouth)) highlight our profile with regards to patient care, training, safety, governance, and innovation. Our departmental ‘Watch Out’ notices highlighting important safety learning events have been modified for use both within PHU and Nationally.

There is a strong team ethos within the department with a focus on staff well-being. A recently refurbished staff coffee area and relaxation/wellness room are both within the department footprint. There is a Wellness Centre on the PHU site with a swimming pool and gym.

### **Medical Staffing – Consultants**

The job plan will include up to 10 programmed activities (PAs)/week. All job plans are annualised. The posts are appointed by and based in Critical Care but sessions in a base Specialty (up to 2 PAs) including Anaesthesia, Emergency Medicine and Medicine will be possible. A sample job plan is available on request. Supporting Professional Activities will account for 2 PAs. The successful applicant will take a full part in the weekly and out of hours cover of the intensive care unit, in a group that currently numbers 15.48 whole time equivalent consultants.

Consultants are supported to pursue their own speciality interests both within and outside the PHU critical care unit. Our consultant group have strong educational links made up of FUSIC mentors, the Regional Advisor for ICM training, FICM (Faculty of Intensive Care Medicine) examiners, directors for resuscitation and exam courses, Foundation Programme Director for Medical Education, Wessex ICM Training Programme Director, and the Postgraduate Dean for Wessex. Representation on national bodies includes the President of the Intensive Care Society and FICM board member. Within the trust, consultants are involved with several speciality groups. Where possible, consultants are supported to maintain their own speciality interests outside of PHU, for example as part of an ECMO retrieval team or the regional transfer team.

The department looks to the future to expand its workforce and ensure that the department can meet both the current and future needs of the population we serve.

## **Education & Research**

The department has an active, well respected teaching program with trainees having protected time for teaching. All members of the multi-disciplinary team are invited to join teaching sessions. The post holder would be expected to participate in education, training and supervision of trainees and other members of the MDT.

We are extremely active and effective in research. We are amongst the top recruiting ICUs across the UK with patients recruited to high complexity studies across a range of conditions. We have been amongst the most active recruiting sites for Urgent Public Health studies in the Covid pandemic.

Research is fully embedded in daily activity with a dedicated research team and involvement of the consultant body and AHPs as Co-investigators and the unit is actively sought to take part in novel studies because of our cohesive approach and record of successful recruitment to trials.

In 2013 the department formed a new collaborative partnership with the University of Portsmouth and became an academic department. These close links with the University were then consolidated with the Trust being awarded University status in 2020.

## **Conditions of Service**

The post is covered by the Terms and Conditions of Service Consultant Contract (2003)

The Trust expects all Medical and Dental staff to work within the guidelines of the GMC 'Guide to Good Medical Practice' which can be viewed on the GMC website [www.gmc-uk.org](http://www.gmc-uk.org).

Where the post holder manages employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures.

## **Accommodation**

Shared office accommodation will be made available within the department together with secretarial support.

## **Management**

The post holder will be expected to work with local managers and professional colleagues in the efficient running of services including the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, the post holder is expected to observe agreed policies and procedures drawn up on consultation with the profession on clinical matters and follow the standing orders and financial instructions of the Portsmouth Hospitals University NHS Trust. In particular, Managers of employees of the Portsmouth Hospitals University NHS Trust are expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to contact him/her when necessary.

All medical and dental staff are expected to comply with the Portsmouth Hospitals University NHS Trust Health and Safety Policies.

All medical and dental staff are expected to proactively, meaningfully and consistently demonstrate the Trust Values in their every day practice, decision making and interactions with patients and colleagues.

## **Study leave**

30 days within a three-year period, subject to national and local policies will be allowed.

## **Status of Post**

This is a full time post but flexible working may be considered.

## **Residence**

Residence within either 10 miles or 30 minutes by road from Queen Alexandra Hospital is usually required unless alternative arrangements agreed with the Trust management. His/her private residence must be maintained in contact with the public telephone service.

## **Safe Guarding**

Act in such a way that at all times the health and well-being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

## **Infection Control**

In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:

- Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
- Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
- Challenge poor practice that could lead to the transmission of infection.

## **Hand Hygiene Policy**

The Trust has adopted "Naked Below the Elbow" strategy which means that when involved in patient care and direct physical contact with patients, you must wash or decontaminate your hands as per the Hand Hygiene Policy.

Compliance with the Hand Hygiene Policy is mandatory; you must wear short sleeved shirts/blouses/uniform, remove any out jackets and roll up your sleeves. No jewellery should be worn below the elbow (except a plain wedding band) and wrist watches must be removed.

Compliance with this policy will be monitored and any non-compliance may be subject to disciplinary action."

## **Rehabilitation of Offenders**

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act, 1974 (exceptions) order 1975. Applicants are therefore not entitled to withhold information about convictions. This could result in dismissal or disciplinary action from the Trust.

Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied.

## **Post Vacant**

The post is to fill a vacancy due to changes in other consultant's job plans, and the appointee will be required to take up the post no later than four months from the date of the offer of an appointment, unless a special agreement has been made between the appointee and Portsmouth Hospitals University NHS Trust

If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

## **Visiting Arrangements**

Intending applicants may obtain further information and/or arrange a visit by contacting the Clinical Director Dr Sara Blakeley, on 02392 286000 Ext 5756 or email [Sara.blakeley2@nhs.net](mailto:Sara.blakeley2@nhs.net).

Please note that Portsmouth Hospitals University NHS Trust will reimburse expenses for one pre interview visit in respect of short-listed candidates.

Due to the high volume of recruitment and our desire to treat all applicants fairly it is not possible to meet with the Chief Executive, Mrs Penny Emerit, prior to the Appointments Advisory Committee.

However, arrangements to meet with Natalie Borman, Interim Chief Medical Officer, can be made by contacting Emily Wainwright on 02392 286342. Both Mrs Emerit and Natalie Borman are extremely committed and supportive of this appointment and to appointing the right candidate and, as part of the induction programme the successful applicant will have an opportunity to meet with them.

